

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

In the Legal Alternative this week Sam & Nils discuss changes to the minimum wage, settlement agreements, and a case examining the impact of recent sanctions in Russia. Daniel's video is a **must-watch as he tackles the challenges of removing hybrid working policies** and managing the transition back to the office. We also explore a recent tribunal case where a social media influencer, dismissed after posting about Christian beliefs on marriage, was found not to have been unfairly dismissed. Plus, don't miss our upcoming events and seminars!



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

2. A New Financial Year!

In this episode of the Legal Alternative, Sam and Nils discuss significant changes in employment law, including minimum wage increases, settlement agreements, and the implications of recent sanctions in Russia. They also tackle a question regarding maternity leave and recruitment, highlighting the importance of legal compliance and fair practices in the workplace.



SPOTIFY



YOUTUBE

Got a question for Sam & Nils? Please email boxhr@chadlaw.co.uk.

★ **MUST WATCH**



THE MEDIA HUB

The gift of office presence

Many businesses are currently reviewing remote working or hybrid working policies, with a view to increasing office attendance. In this important video, we discuss how to manage that transition, how the approach will differ depending on the wording of the contract alongside any remote/hybrid policies, and how to overcome various challenges which may be raised by employees – such as those with childcare, lifestyle or health complications.

WHAT'S GOING ON

Social media influencer fired for posting about Christian beliefs on marriage was not unfairly dismissed

The Employment Tribunal has ruled that a pastoral manager in a Catholic North-London school was not unfairly dismissed when the school fired her for refusing to remove “misogynistic” Instagram posts.



Gozen Soydag, pastoral manager at St Ann's Catholic High School for Girls in Enfield, shared posts to her social media accounts which included a video encouraging women to “obey” their husbands. The video featured a woman stating “my husband is my boss”, “if he tells me to jump, I'll jump” and “I chose this man to be the king of my life and yes, I agree with everything he says”.

The posts, shared to Ms Soydag's following of over 40,000, were brought to the school's attention following complaints raised by parents. The school's headteacher, Emma Loveland, and assistant headteacher, Jo Sanders, asked Ms Soydag to remove the video, or to make her accounts private, saying that “if a man made the comments it would be misogynistic”.

Soydag removed the video from one of her pages but kept it up on another page for three weeks. Shortly after, she was dismissed from her role.

Following her dismissal, Soydag claimed unfair dismissal, religious discrimination, religious harassment and breach of Contract.

However, Employment Judge Matthews dismissed Soydag's claims, accusing her of having "a concerning lack of awareness" for someone tasked with "the care of 14-year-old girls".

This case follows a number of similar employment tribunal cases which have dealt with the issue of determining the line between protecting free speech and challenging views which could be seen as harmful or offensive.

UPCOMING EVENTS

Seminars & Events

We're excited to share our 2025 seminar and events line-up! Our **free events** are tailored to offer something for everyone - **register below** by clicking on the boxes:



2 Apr, 10:00 AM – 12:00 PM |
Chadwick Lawrence
Huddersfield Office
*Federation of Small
Businesses Network Event*



8 May, 8:15 AM – 11:15 AM |
Headingley Stadium Leeds
*Health & Safety Mock Trial
with Lighthouse*



15 May, 8:30 AM – 10:00 AM |
Headingley Stadium Leeds
*Creating a Culture of
Equality, Diversity & Inclusion*

Mental Health Awareness Sessions

We're partnering with **Tailored Learning Solutions** to offer accredited Mental Health First Aid courses at our **Wakefield office**:

23–24 April | 25–26 June | 24–25 September

Details & booking: [Tailored Learning Solutions](#)
For more information, email: carolgleedhill@chadlaw.co.uk

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